



County of Los Angeles
CHIEF ADMINISTRATIVE OFFICE

713 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012

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DAVID E. JANSSEN
Chief Administrative Officer

May 29, 2007

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Board of Supervisors
GLORIA MOLINA
First District

YVONNE B. BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

Dear Supervisors:

**CHANGES TO MANAGEMENT APPRAISAL AND PERFORMANCE PLAN
(3 VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve changes to the Management Appraisal and Performance Plan (MAPP) effective April 1, 2007, for the Chief Executive Office, Department of Human Resources, Probation Department, Department of Public Works, Public Health Department, and the Department of Health Services including the addition and deletion of designated classes from MAPP and adjustments in salary ranges as set forth in the accompanying ordinance.
2. Approve related changes in salary and pay practices for non-represented employees in the Probation Department who are not covered by MAPP.
3. Approve the accompanying ordinance amending Title 5, Personnel, and Title 6, Salaries, of the County Code necessary to implement Recommendations 1 and 2 above.
4. Instruct the Auditor-Controller to make payroll system changes necessary to implement the recommendations contained herein.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

On March 27, 2007, your Board approved recommendations implementing changes to MAPP for all but six County departments. As stated in that letter, these changes are

designed to improve the overall performance management value of the Plan. The purpose of these recommendations is to complete this process by extending the changes to the remaining six departments which include the Chief Executive Office, Department of Human Resources, Probation Department, Department of Public Works, Public Health Department, and the Department of Health Services. These recommendations also extend to the MAPP covered positions in the Office of Public Safety (OPS).

The recommendations approved on March 27, 2007 provided for an April 1, 2007 effective date for the various MAPP changes, and these recommendations will do the same for the remaining MAPP population. The previous recommendations noted that additional MAPP recommendations would be forthcoming for these remaining departments and that April 1, 2007 would be the effective date for the new MAPP provisions for the entire MAPP population. With your Board's approval, these recommendations will effectively be retroactive to April 1, 2007 to avoid any adverse impact to employees as a consequence of the timing of the implementing Board actions.

My Office is still engaged in a review of OPS and, pending completion of that review, is recommending no change in MAPP pay ranges within OPS and no change in the positions covered by MAPP. We may return to your Board with further recommendations at a future date. In the meantime, the MAPP participants in OPS will be subject to the same general MAPP terms and conditions as all other MAPP participants.

Changes to MAP Plan

Changes to MAPP were developed to enhance the overall effectiveness of the performance appraisal process, which involved both changes in methodology and administrative processes, and to ensure that pay and performance will be linked together as they should be for this group of key management staff. Implementation of these changes involved a systematic review of the management structure of County departments and the adjustment of MAPP salary range designations, where appropriate, to relieve salary compression issues.

Recommended MAPP changes for the aforementioned six departments and OPS were not included in our March 27, 2007 letter, as additional time was needed to complete our review and analysis and/or to resolve various organization issues that impacted our recommendations. Since our last letter, we have conducted further analysis and, as necessary, consultation with the remaining County departments.

Our recommendations today cover 134 current MAPP classes that encompass approximately 30% of the County-wide MAPP population. For this group, we have identified a number of internal pay alignment problems and are recommending upward salary range adjustments for 103 MAPP employees in 38 classes as detailed in the accompanying ordinance. As pointed out in the March 27, 2007 recommendations, MAPP ranges are being adjusted around existing actual pay rates. There will be no change in actual pay rates for Tier I employees. In the case of Tier II, one-time adjustments in actual pay will take place to the extent necessary to place each employee on the lowest salary step that does not produce a reduction in pay. We are estimating the average change in actual pay in Tier II at 1.5%.

In most instances, the recommended adjustments in salary ranges are necessary to provide an appropriate supervisor/subordinate pay differential between each affected MAPP class and the classes above and below it in each organization. We are recommending no change for approximately 215 employees in 77 classes where we found no problems.

Our review also addressed whether the right classes are currently included in MAPP. We are recommending that approximately 77 employees in 19 classes be moved from the MAPP to the "step pay plan" applicable to most other County employees. A listing of these classes with the recommended salary schedule is shown in Attachment A. We are also recommending that one existing, single-incumbent class be added to MAPP as shown in Attachment B.

We are also reviewing the adjustments in the salaries for certain nursing management classes in light of the recently Board-approved nursing pay plan affecting represented employees. Adjustments for non-represented nurses both inside and outside of MAPP will be necessary and, therefore, we are planning on returning to your Board in the near future with further recommendations in that area.

Human Resources Managers and Administrative Deputies

As in our earlier letter, the recommendations for these six departments include the implementation of the results of a County-wide classification and compensation study to align human resources manager positions and administrative deputy positions across the County to ensure appropriate classifications and equitable salaries. Since these positions will be included in the MAPP, it is appropriate to implement the study results at this time. These recommendations will result in the County's enhanced ability to attract, motivate, and retain qualified employees to fill these critical management positions. Attachment B lists two new classes being created as a result of this study and Attachment C lists, by Department, position reclassifications resulting from the study.

As noted above, we are still reviewing OPS and will be making recommendations for their administrative deputy and human resources manager positions in the near future.

Probation Department

Salary recommendations for most County employees for the 2006 through 2009 period were submitted to your Board in November and December, 2006. These recommendations addressed most non-represented employees. Due, in large part, to the timing of labor negotiations for Deputy Probation Officer staff, no recommendations for certain related non-represented non-MAPP employees in the Probation Department were made with respect to any period after October 1, 2006. We were essentially in a "wait and see" mode at that point.

Now that these negotiations have been concluded and the resulting agreements have been approved by your Board, it is appropriate to complete the recommendations for all non-represented staff in the Probation Department. For employees in these remaining classes, we are recommending salary adjustments comparable to the Board approved negotiated adjustments for represented Deputy Probation Officer staff.

Additionally, for the non-represented non-MAPP classes listed in Attachment D, we are recommending extension of the same longevity pay negotiated with represented employees. This currently impacts 12 employees in five classifications. No longevity pay will be extended to MAPP participants. Attachment D also lists two classes that we are recommending be eligible for uniform allowance provisions.

Other Recommendations

Other recommended changes and technical corrections are detailed in Attachment E.

Implementation of Strategic Plan Goals

The actions recommended in this letter promote workforce excellence, organizational effectiveness, and fiscal responsibility by providing your Board and management staff with the tools and incentives to enhance the quality and productivity of the County workforce.

FISCAL IMPACT/FINANCING

The recommended changes in MAPP pay ranges for the aforementioned 310 employees will initially result in little to no change in the actual pay rates. Employees being removed from MAPP to the step pay plan will see a slight change in salary when they are placed on specific salary step. Similarly, MAPP employees assigned to MAPP Tier II will be placed on a discrete step in a Tier II MAPP pay range effective April 1, 2007. The cost of these one-time adjustments is estimated at \$600,000 on an annualized basis (all funds). Sufficient funds are available to cover these costs.

There will, of course, be long-term consequences to adjusting these pay ranges as employees move through the ranges over time, but there will be little to no short-term impact.

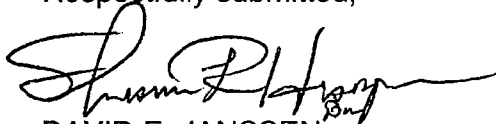
FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The accompanying ordinance implementing amendments to Title 5, Personnel, and Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

None.

Respectfully submitted,



DAVID E. JANSSEN
Chief Administrative Officer

DEJ:SRH
WGL:SJM:df

Attachments (5)

c: All Department Heads

ATTACHMENT A**CLASSES MOVING FROM MAPP TO STEP PAY PLAN**

Item	Class	New Salary Schedule
0722	Senior Health Services Fiscal Analyst	101C
1021	Chief, Budget Division, PW	106G
1031	Head Compliance Officer	106G
1077	Head, Management Services, HS	103L
4098	Director, Facilities Operations, Probation	101C
4582	Supervisor, Contracts & Grants, HS	103L
4594	Senior Staff Analyst, Health	101C
4597	Senior Emergency Medical Systems Program Head	101C
4609	Assistant Program Director, Office of Alcohol Programs, HS	103L
4610	Assistant Program Director, Drug Abuse, HS	103L
4618	Chief, Drinking Driver Programs	101C
4628	Special Assistant II, Health Services	101C
6680	Building Crafts Superintendent II	103L
7457	Chief, Fleet Management, PW	103L
8058	Chief, Rehabilitation Centers	103L
8074	Medical Center Unit Administrator I	106G
8630	Head Transportation Deputy, Probation	95L
8641	Supervising Program Analyst, Probation	101C
8648	Special Assistant, Probation	95L

ATTACHMENT B**EXISTING COUNTY CLASS MOVING TO MAPP**

Item No.	Title	MAPP Salary	
4568	Director, Office of Managed Care (UC)	N23	R18

CLASSES RECOMMENDED FOR ADDITION (NEW CLASSES)

Savings Plan designees are also recommended to be designated as eligible for the Flexible Benefit Plan.

Savings/ Cafeteria Benefit Plan	Item No.	Title	Salary Schedule & Level	
Savings	3380	Assistant Director, Administration, Public Works	N23	R17
Savings	3378	Administrative Deputy, Public Works	N23	R16

ATTACHMENT C**RECOMMENDATIONS FOR POSITION RECLASSIFICATION**

Department	No of Pos	Present Classification and Salary	Classification Findings and Salary
Human Resources	1	Human Resources Manager R13 Not Represented	Administrative Deputy II S-13 Not Represented
Human Resources	1	Principal Analyst, HR 105B Not represented	Departmental Human Resources Manager II S11 Not Represented
Public Health	1	Personnel Officer III R10 Not Represented	Departmental Human Resources Manager III S13 Not Represented
Public Works	1	Assistant Director, PW R17 Not represented	Assistant Director, Administration, PW R17 Not represented
Public Works	1	Deputy Director R16 Not represented	Administrative Deputy, PW S16 Not represented

ATTACHMENT D

NON-REPRESENTED PROBATION CLASSES ELIGIBLE FOR LONGEVITY BONUS

ITEM NO.	CLASS TITLE
8612	Assistant Probation Director
8629	Assistant Head Transportation Deputy, Probation
8630	Head Transportation Deputy, Probation
8673	Senior Investigator, Pretrial Services, Probation
8674	Head Investigator, Pretrial Services, Probation

NON-REPRESENTED PROBATION CLASSES ELIGIBLE FOR CLOTHING ALLOWANCE

ITEM NO.	CLASS TITLE
8629	Assistant Head, Transportation Deputy, Probation
8630	Head Transportation Deputy, Probation

ADDITIONAL RECOMMENDATIONS AND TECHNICAL CORRECTIONS

- Effective July 2, 2007, amend Note 23 of the County Code to delete the annual cost-of-living provision currently applicable to the Public Defender and Alternate Public Defender and, in lieu thereof, establish the compensation for these positions under the same terms and conditions otherwise applicable to Tier I MAPP participants as set forth in the accompanying ordinance.
- Provide for a Tier I MAPP salary range for the Director of Health Services with a minimum rate equal to the minimum rate for range R21 and a maximum rate equal to an amount that is 10% greater than the maximum rate for range R25.
- Revise our March 27, 2007 MAPP range recommendations for Director of Child Support Services, Chief Deputy Director, CSS (UC), and Head Attorney, CSS as set forth in the accompanying ordinance based on further review of the organization structure and additional information provided by the department.
- Approve the following title changes for positions in the Chief Executive Office to conform the titles to the recent change to the Department's name and to better reflect revised roles and responsibilities:

Current Title	New Title
Sr. Assistant Administrative Officer (UC)	Sr. Assistant Chief Executive Officer (UC)
Assistant Administrative Officer (UC)	Assistant Chief Executive Officer (UC)
Assistant Administrative Officer	Assistant Chief Executive Officer
Division Chief, CAO	Senior Manager, CEO
Assistant Division Chief, CAO	Manager, CEO


- Delete from the departmental staffing ordinances one position in the Department of Human Resources and two positions in the Probation Department to reduce the number of management levels in these departments. These classes will be deleted in a future Board letter.
- Correct technical errors and omissions in the County Code, as necessary

ANALYSIS

This ordinance amends Title 5 - Personnel and Title 6 - Salaries, of the Los Angeles County code by:

- Amending Chapter 5.72 by adding Section 5.72.300 Clothing allowance – Probation Officers;
- Amending Chapter 6.08.340 Tier I and Tier II Management Appraisal and Performance Plan basic salary structure;
- Amending Chapter 6.08.395 Tier I and Tier II departmental special rates;
- Amending Chapter 6.28.050-25 Notes to Section 6.28.050;
- Adding and establishing the salary for two (2) employee classifications;
- Changing the title of five (5) employee classifications;
- Changing the salaries of various classes in conjunction with the amended Management Appraisal and Performance Plan; and
- Adding and/or deleting and changing certain classifications and numbers of ordinance positions in the departments of Chief Executive Officer, Health Services, Human Resources, Probation, Public Health, and Public Works.

RAYMOND G. FORTNER, JR.
County Counsel

By: 
HALVOR S. MELOM
Principal Deputy County Counsel
Labor & Employment Division

HSM:asv

Requested: 5/17/07
Revised: 5/17/07

ORDINANCE NO. _____

An ordinance amending Title 5 - Personnel and Title 6 - Salaries of the
Los Angeles County Code.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 5.72.300 is hereby added to read as follows:

5.72.300 Clothing allowance – Probation Officers.

Persons employed as Assistant Head Transportation Deputy, Probation (Item
No. 8629) or Head Transportation Deputy, Probation (Item No. 8630), whose
performance is "Competent" or better, shall be entitled to the following:

1. \$500.00 payable between December 1, 2007 and December 15,
2007 provided such person was employed in said position on November 1, 2007;

2. \$500.00 payable between December 1, 2008 and December 15,
2008 provided such person was employed in said position on November 1, 2008;

All payments made pursuant to this section shall be made by separate payroll warrant.

SECTION 2. Section 6.08.340 is hereby amended to read as follows:

**6.08.340 Tier I and Tier II Management Appraisal and Performance Plan
basic salary structure.**

...

G. Appointment to Lower-Level Position. When a person on a higher position
is appointed from an eligible list to a lower-level position, or is voluntarily reduced,
he/she shall be placed at any salary within the Salary range for the lower-level position
or his/her current salary, whichever is less. Notwithstanding any other provision of this

subsection H-G, a person appointed prior to completion of his/her probationary period on the higher position shall be placed at a salary within the Salary range of the lower position, in accordance with the provisions of Section 6.08.345.

...

SECTION 3. Section 6.08.395 is hereby amended to add the following:

6.08.395 Tier I and Tier II departmental special rates.

...

I. Department of Health Services. Notwithstanding any other provision of this Code, any person employed as Director of Health Services shall be deemed to be a Participant in Tier I of the Plan subject to the same Plan terms and conditions otherwise applicable to Tier I Participants; provided, however, that, in lieu of a designated "R" Salary range, such employee shall be compensated pursuant to a Salary range for which the minimum is not less than the minimum rate for Salary range R21 and the maximum is not more than a rate that is 10 percent greater than the maximum rate for Salary range R25.

...

SECTION 4. Section 6.28.050 is hereby amended to add the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
<u>3378</u>	<u>ADMINISTRATIVE DEPUTY,PUBLIC WORKS</u>	<u>04/01/2007</u>	<u>N23</u>	<u>S16</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S16</u>
<u>3380</u>	<u>ASST DIR, ADMINISTRATION,PW(UC)</u>	<u>04/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R17</u>

SECTION 5. Section 6.28.050 is hereby amended to change the title and salary of the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
0863	SR ASST ADMINISTRATIVE OFFICER(UC) SR ASST CHIEF EXECUTIVE OFFICER(UC)	10/01/2006	N23	R17
		<u>07/01/2007</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R17</u>
		04/01/2007	N23	R21
		07/01/2007	N23	R21
		01/01/2007	N23	R21
		01/01/2007	N23	R21
0862	ASSISTANT ADMINISTRATIVE OFFICER ASSISTANT CHIEF EXECUTIVE OFFICER	10/01/2006	N23	R16
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
		04/01/2007	N23	R19
		07/01/2007	N23	R19
		01/01/2008	N23	R19
		<u>01/01/2009</u>	<u>N23</u>	<u>R19</u>

0861	ASST ADMINISTRATIVE OFFICER(UC) ASST CHIEF EXECUTIVE OFFICER(UC)	10/01/2006	N23	R16
		<u>07/01/2007</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R16</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R16</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>R19</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>R19</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R19</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R19</u>
0846	DIVISION CHIEF, CAO SENIOR MANAGER, CEO	10/01/2006	N23	R15
		<u>07/01/2007</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R15</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R15</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S17</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S17</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S17</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S17</u>
0845	ASSISTANT DIVISION CHIEF, CAO MANAGER, CEO	10/01/2006	N23	R13
		<u>07/01/2007</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>R13</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>R13</u>
		<u>04/01/2007</u>	<u>N23</u>	<u>S15</u>
		<u>07/01/2007</u>	<u>N23</u>	<u>S15</u>
		<u>01/01/2008</u>	<u>N23</u>	<u>S15</u>
		<u>01/01/2009</u>	<u>N23</u>	<u>S15</u>

SECTION 6. Section 6.28.050 is hereby amended to change the salaries and effective dates for the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL
8612	ASSISTANT PROBATION DIRECTOR	10/01/2006	95D
		<u>08/01/2007</u>	<u>96E</u>
		<u>08/01/2008</u>	<u>97F</u>
8613	PROBATION DIRECTOR I	10/01/2006	98B
		<u>08/01/2007</u>	<u>99C</u>
		<u>08/01/2008</u>	<u>100D</u>

8629	ASST HD TRANSPORTATION DEPUTY,PROB	10/01/2006		84A
		<u>08/01/2007</u>		<u>85B</u>
		<u>08/01/2008</u>		<u>86C</u>
8642	ADMINISTRATIVE INVESTIGATOR,PROB	10/01/2006		88H
		<u>07/01/2007</u>	<u>NN</u>	<u>88H</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>89J</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>89J</u>
		<u>01/01/2009</u>	<u>NM</u>	<u>90K</u>
8673	SR INVESTIGATOR, PRETRIAL SERVS,PROB	10/01/2006		93E
		<u>08/01/2007</u>		<u>94F</u>
		<u>08/01/2008</u>		<u>95G</u>
8674	HD INVESTIGATOR, PRETRIAL SERVS,PROB	10/01/2006		95E
		<u>08/01/2007</u>		<u>96F</u>
		<u>08/01/2008</u>		<u>97G</u>

SECTION 7. Section 6.28.050 is hereby amended to change only the salary of the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
4548	ADMIN DEPUTY,PUBLIC HEALTH	10/01/2006	N23	R15
		<u>07/01/2007</u>	N23	<u>R15</u>
		<u>01/01/2008</u>	N23	<u>R15</u>
		<u>01/01/2009</u>	N23	<u>R15</u>
		04/01/2007	N23	S15
		07/01/2007	N23	S15
		01/01/2008	N23	S15
		01/01/2009	N23	S15
4630	ADMR,COLL OF NRSG AND ALLIED HLTH	10/01/2006	N23	R14
		<u>07/01/2007</u>	N23	<u>R14</u>
		<u>01/01/2008</u>	N23	<u>R14</u>
		<u>01/01/2009</u>	N23	<u>R14</u>
		04/01/2007	N23	S14
		07/01/2007	N23	S14
		01/01/2008	N23	S14
		01/01/2009	N23	S14

8049	ADMR,COMP AMBULATORY HLTH CARE CTR	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12
4586	ADMR,CONTRACT PROGS & SPECIAL SERVS	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S14
		07/01/2007	N23	S14
		01/01/2008	N23	S14
		01/01/2009	N23	S14
4603	ADMR,SPECIALIZED HEALTH PROGRAM	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13
9268	ALTERNATE PUBLIC DEFENDER	04/01/2007	N23	A04
		07/01/2007	N23	A04
		01/01/2008	N23	A04
		01/01/2009	N23	A04
		04/01/2007	N23	R23
		07/01/2007	N23	R23
		01/01/2008	N23	R23
		01/01/2009	N23	R23
4601	AREA HEALTH OFFICER,PUBLIC HEALTH	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12

9992	ASSESSOR (UC)	04/01/2007	N23	FA
		07/01/2007	N23	FA
		01/01/2008	N23	FA
		01/01/2009	N23	FA
		04/01/2007	N32	
		07/01/2007	N32	
		01/01/2008	N32	
		01/01/2009	N32	
5712	ASST CHF,HLTH FACILITIES INSPN DIV	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		04/01/2007	N23	S10
		07/01/2007	N23	S10
		01/01/2008	N23	S10
		01/01/2009	N23	S10
1041	ASST DEPUTY DIRECTOR,FINANCE,PW	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		04/01/2007	N23	S14
		07/01/2007	N23	S14
		01/01/2008	N23	S14
		01/01/2009	N23	S14
3310	ASST DEPUTY DIRECTOR,PUBLIC WORKS	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		04/01/2007	N23	S15
		07/01/2007	N23	S15
		01/01/2008	N23	S15
		01/01/2009	N23	S15
1918	ASST DIRECTOR,HUMAN RESOURCES(UC)	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		04/01/2007	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16

4558	ASST DIRECTOR OF HEALTH SERVICES	10/01/2006	N23	R17
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
		04/01/2007	N23	R17
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
3382	ASSISTANT DIRECTOR,PUBLIC WORKS(UC)	10/01/2006	N23	R17
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
		04/01/2007	N23	R19
		07/01/2007	N23	R19
		01/01/2008	N23	R19
		01/01/2009	N23	R19
2634	ASST DIV CHIEF,SYSTEMS,PROBATION	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		04/01/2007	N23	S10
		07/01/2007	N23	S10
		01/01/2008	N23	S10
		01/01/2009	N23	S10
8077	ASST HOSPITAL ADMINR,GENERAL HOSP	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007	N23	S11
		07/01/2007	N23	S11
		01/01/2008	N23	S11
		01/01/2009	N23	S11
1926	ASST HUMAN RESOURCES ADMR,HS	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13

4610 ASST PROGRAM DIRECTOR,DRUG ABUSE,HS	10/01/2006	N23	R10
	07/01/2007	N23	R10
	01/01/2008	N23	R10
	01/01/2009	N23	R10
	04/01/2007		103L
	07/01/2007	NN	103L
	01/01/2008	NN	105A
	07/01/2008	NM	105A
	01/01/2009	NM	106B
4609 ASST PROG DIR,OFF OF ALCOHOL PRO,HS	10/01/2006	N23	R10
	07/01/2007	N23	R10
	01/01/2008	N23	R10
	01/01/2009	N23	R10
	04/01/2007		103L
	07/01/2007	NN	103L
	01/01/2008	NN	105A
	07/01/2008	NM	105A
	01/01/2009	NM	106B
4633 ASSOCIATE CHIEF INFO SYSTEMS,HS	10/01/2006	N23	R14
	07/01/2007	N23	R14
	01/01/2008	N23	R14
	01/01/2009	N23	R14
	04/01/2007	N23	S14
	07/01/2007	N23	S14
	01/01/2008	N23	S14
	01/01/2009	N23	S14
	8073 ASSOCIATE HOSPITAL ADMINISTRATOR I	10/01/2006	N23
07/01/2007		N23	R10
01/01/2008		N23	R10
01/01/2009		N23	R10
04/01/2007		N23	S10
07/01/2007		N23	S10
01/01/2008		N23	S10
01/01/2009		N23	S10
8075 ASSOCIATE HOSPITAL ADMINISTRATOR II		10/01/2006	N23
	07/01/2007	N23	R12
	01/01/2008	N23	R12
	01/01/2009	N23	R12
	04/01/2007	N23	S12
	07/01/2007	N23	S12
	01/01/2008	N23	S12
	01/01/2009	N23	S12

1060	BUDGET & FISCAL SERVICES MANAGER	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007	N23	S11
		07/01/2007	N23	S11
		01/01/2008	N23	S11
		01/01/2009	N23	S11
6680	BUILDING CRAFTS SUPERINTENDENT II	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		04/01/2007		103L
		07/01/2007	NN	103L
		01/01/2008	NN	105A
		07/01/2008	NM	105A
		01/01/2009	NM	106B
8633	BUREAU CHIEF, PROBATION	05/15/2007	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		05/15/2007	N23	S14
		07/01/2007	N23	S14
		01/01/2008	N23	S14
		01/01/2009	N23	S14
1028	CHIEF,ADMINISTRATIVE OPERATIONS,PW	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13
4591	CHIEF,AUDIT AND COMPLIANCE,HS	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13

6089	CHF,AVIATION DIVISION,PUBLIC WORKS	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S14
		07/01/2007	N23	S14
		01/01/2008	N23	S14
		01/01/2009	N23	S14
1021	CHIEF,BUDGET DIVISION,PW	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007		106G
		07/01/2007	NN	106G
		01/01/2008	NN	107H
		07/01/2008	NM	107H
		01/01/2009	NM	108J
4605	CHIEF,BUDGET MANAGEMENT,HLTH SERVS	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007	N23	S11
		07/01/2007	N23	S11
		01/01/2008	N23	S11
		01/01/2009	N23	S11
9097	CHF,CHILDRENS RESOURCES DEVELOPMENT	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13
1734	CHF DEP DIR, CHILD SUPPORT SERVS (UC)	10/01/2006	N23	R15
		04/01/2007	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		04/01/2007	N23	R17
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17

4553	CHIEF DEP DIR,HEALTH SERVICES(UC)	10/01/2006	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		04/01/2007	N23	R24
		07/01/2007	N23	R24
		01/01/2008	N23	R24
		01/01/2009	N23	R24
4551	CHF DEP DIR,HS,OPERATIONS(UC)	10/01/2006	N23	R17
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
		04/01/2007	N23	R17
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
1919	CHIEF DEP DIR,HUMAN RESOURCES(UC)	10/01/2006	N23	R17
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
		04/01/2007	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
4547	CHIEF DEPUTY DIR,PUBLIC HEALTH	10/01/2006	N23	R17
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
		04/01/2007	N23	R21
		07/01/2007	N23	R21
		01/01/2008	N23	R21
		01/01/2009	N23	R21
3384	CHF DEP DIRECTOR,PUBLIC WORKS(UC)	10/01/2006	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		04/01/2007	N23	R20
		07/01/2007	N23	R20
		01/01/2008	N23	R20
		01/01/2009	N23	R20

8632	CHIEF DEPUTY PROBATION OFFICER(UC)	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		04/01/2007	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
4618	CHIEF,DRINKING DRIVER PROGRAMS	10/01/2006	N23	R9
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		04/01/2007		101C
		07/01/2007	NN	101C
		01/01/2008	NN	102D
		07/01/2008	NM	102D
		01/01/2009	NM	103E
4606	CHIEF,EXPENDITURE MANAGEMENT,HS	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007	N23	S11
		07/01/2007	N23	S11
		01/01/2008	N23	S11
		01/01/2009	N23	S11
4118	CHIEF,FACILITIES PLANNING,HS	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007	N23	S11
		07/01/2007	N23	S11
		01/01/2008	N23	S11
		01/01/2009	N23	S11
4585	CHIEF,FINANCIAL MANAGEMENT,HS	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		04/01/2007	N23	S14
		07/01/2007	N23	S14
		01/01/2008	N23	S14
		01/01/2009	N23	S14

7457	CHIEF,FLEET MANAGEMENT,PUBLIC WORKS	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		04/01/2007		103L
		07/01/2007	NN	103L
		01/01/2008	NN	105A
		07/01/2008	NM	105A
		01/01/2009	NM	106B
5713	CHF,HLTH FACILITIES INSPECTION DIV	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12
4631	CHF,INFORMATION SYSTEMS,HEALTH(UC)	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		04/01/2007	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
4581	CHIEF,MANAGEMENT SYSTEMS,HLTH SERVS	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12
5302	CHIEF NURSE,MIDWIFERY SERVICES	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		04/01/2007	N23	S14
		07/01/2007	N23	S14
		01/01/2008	N23	S14
		01/01/2009	N23	S14

5304	CHIEF NURSING OFFICER I	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R44
		01/01/2009	N23	R44
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13
5308	CHIEF NURSING OFFICER II	10/01/2006	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
		04/01/2007	N23	S15
		07/01/2007	N23	S15
		01/01/2008	N23	S15
		01/01/2009	N23	S15
5309	CHIEF NURSING OFFICER III	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		04/01/2007	N23	S16
		07/01/2007	N23	S16
		01/01/2008	N23	S16
		01/01/2009	N23	S16
8079	CHF OPERATIONS OFFR,LAC/USC MED CTR	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		04/01/2007	N23	S16
		07/01/2007	N23	S16
		01/01/2008	N23	S16
		01/01/2009	N23	S16
5527	CHIEF,PHARMACY SERVICES,MED CENTER	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13

4607	CHIEF,PROGRAM REIMBURSEMENT,HS	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12
1070	CHIEF,PUBLIC HEALTH ADMINISTRATION	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007	N23	S11
		07/01/2007	N23	S11
		01/01/2008	N23	S11
		01/01/2009	N23	S11
8058	CHIEF,REHABILITATION CENTER	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		04/01/2007		103L
		07/01/2007	NN	103L
		01/01/2008	NN	105A
		07/01/2008	NM	105A
		01/01/2009	NM	106B
4608	CHIEF,REVENUE MANAGEMENT,HLTH SERVS	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12
5298	CLINICAL NURSING DIRECTOR I	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007	N23	S11
		07/01/2007	N23	S11
		01/01/2008	N23	S11
		01/01/2009	N23	S11

5299	CLINICAL NURSING DIRECTOR II	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13
5300	CLINICAL NURSING DIRECTOR III	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		04/01/2007	N23	S14
		07/01/2007	N23	S14
		01/01/2008	N23	S14
		01/01/2009	N23	S14
8675	COURT SERVICES ADMINISTRATOR,PROB	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		04/01/2007	N23	S10
		07/01/2007	N23	S10
		01/01/2008	N23	S10
		01/01/2009	N23	S10
2624	DATA ELEMENTS COORDINATOR,HS	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12
4579	DEPUTY DIRECTOR,ADMINISTRATION,HS	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		04/01/2007	N23	S16
		07/01/2007	N23	S16
		01/01/2008	N23	S16
		01/01/2009	N23	S16

8622	DEPUTY DIRECTOR,ADMINISTRATION,PROB	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		04/01/2007	N23	S15
		07/01/2007	N23	S15
		01/01/2008	N23	S15
		01/01/2009	N23	S15
4570	DEPUTY DIRECTOR,HEALTH SERVICES	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		04/01/2007	N23	S16
		07/01/2007	N23	S16
		01/01/2008	N23	S16
		01/01/2009	N23	S16
8617	DEPUTY DIRECTOR,PROBATION	05/15/2007	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		05/15/2007	N23	S16
		07/01/2007	N23	S16
		01/01/2008	N23	S16
		01/01/2009	N23	S16
3322	DEPUTY DIRECTOR,PUBLIC WORKS	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		04/01/2007	N23	S17
		07/01/2007	N23	S17
		01/01/2008	N23	S17
		01/01/2009	N23	S17
4625	DEPUTY,MANAGEMENT PROGRAMS,HS(UC)	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		04/01/2007	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15

5689	DIR,DISTRICT ENVIRONMENTAL SERVICES	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		04/01/2007	N23	S10
		07/01/2007	N23	S10
		01/01/2008	N23	S10
		01/01/2009	N23	S10
5687	DIRECTOR,ENVIRONMENTAL PLNG & EVAL	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		04/01/2007	N23	S10
		07/01/2007	N23	S10
		01/01/2008	N23	S10
		01/01/2009	N23	S10
4098	DIRECTOR,FACILITIES OPERATIONS,PROB	10/01/2006	N23	R9
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		04/01/2007		101C
		07/01/2007	NN	101C
		01/01/2008	NN	102D
		07/01/2008	NM	102D
		01/01/2009	NM	103E
4568	DIRECTOR,OFFICE OF MANAGER CARE(UC)	10/01/2006		F
		07/01/2007		F
		01/01/2008		F
		01/01/2009		F
		04/01/2007	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
1735	DIRECTOR OF CHILD SUPPORT SERVICES	10/01/2006	N23	R16
		04/01/2007	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		04/01/2007	N23	R19
		07/01/2007	N23	R19
		01/01/2008	N23	R19
		01/01/2009	N23	R19

4556	DIRECTOR OF HEALTH SERVICES	04/01/2007	N23	R19
		07/01/2007	N23	R19
		01/01/2008	N23	R19
		01/01/2009	N23	R19
4624	DIRECTOR OF NURSING AFFAIRS,HS(UC)	10/01/2006	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
		04/01/2007	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
1920	DIRECTOR OF PERSONNEL	04/01/2007	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		04/01/2007	N23	R20
		07/01/2007	N23	R20
		01/01/2008	N23	R20
		01/01/2009	N23	R20
4546	DIRECTOR OF PUBLIC HEALTH	04/01/2007	N23	R19
		07/01/2007	N23	R19
		01/01/2008	N23	R19
		01/01/2009	N23	R19
		04/01/2007	N23	R24
		07/01/2007	N23	R24
		01/01/2008	N23	R24
		01/01/2009	N23	R24
3385	DIRECTOR OF PUBLIC WORKS	04/01/2007	N23	R19
		07/01/2007	N23	R19
		01/01/2008	N23	R19
		01/01/2009	N23	R19
		04/01/2007	N23	R22
		07/01/2007	N23	R22
		01/01/2008	N23	R22
		01/01/2009	N23	R22

5536	DIRECTOR,PHARMACY SERVICES,HS	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		04/01/2007	N23	S14
		07/01/2007	N23	S14
		01/01/2008	N23	S14
		01/01/2009	N23	S14
8616	DIRECTOR,PRETRIAL SERVICES,PROB	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13
9993	DISTRICT ATTORNEY (UC)	04/01/2007	N23	FA
		07/01/2007	N23	FA
		01/01/2008	N23	FA
		01/01/2009	N23	FA
		04/01/2007	N32	
		07/01/2007	N32	
		01/01/2008	N32	
		01/01/2009	N32	
2635	DIVISION CHIEF,SYSTEMS,PROBATION	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12
4600	EMERGENCY MED SERVS ASST DIRECTOR	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007	N23	S11
		07/01/2007	N23	S11
		01/01/2008	N23	S11
		01/01/2009	N23	S11

4612	EMERGENCY MEDICAL SERVICES DIRECTOR	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		04/01/2007	N23	S14
		07/01/2007	N23	S14
		01/01/2008	N23	S14
		01/01/2009	N23	S14
5692	ENVIRONMENTAL HEALTH DEPUTY	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		04/01/2007	N23	S14
		07/01/2007	N23	S14
		01/01/2008	N23	S14
		01/01/2009	N23	S14
8650	EXECUTIVE ASSISTANT,PROBATION(UC)	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
8085	EXEC DIR,LAC/USC MEDICAL CENTER(UC)	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		04/01/2007	N23	R20
		07/01/2007	N23	R20
		01/01/2008	N23	R20
		01/01/2009	N23	R20
4569	EXECUTIVE MANAGER,HEALTH SERVS	10/01/2006	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
		04/01/2007	N23	S15
		07/01/2007	N23	S15
		01/01/2008	N23	S15
		01/01/2009	N23	S15

8070	FINANCE MANAGER,LAC/USC MED CENTER	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13
9288	HEAD ATTORNEY, CHILD SUPPORT SERVS	10/01/2006	N23	A1
		04/01/2007	N23	S16
		07/01/2007	N23	S16
		01/01/2008	N23	S16
		01/01/2009	N23	S16
		04/01/2007	N23	S17
		07/01/2007	N23	S17
		01/01/2008	N23	S17
1186	HEAD,CENTRAL RECORDS,PROBATION	10/01/2006	N23	R9
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		04/01/2007	N23	S09
		07/01/2007	N23	S09
		01/01/2008	N23	S09
		01/01/2009	N23	S09
1031	HEAD COMPLIANCE OFFICER	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007		106G
		07/01/2007	NN	106G
		01/01/2008	NN	107H
		07/01/2008	NM	107H
		01/01/2009	NM	108J

1077	HEAD,MANAGEMENT SERVICES,HS	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		04/01/2007		103L
		07/01/2007	NN	103L
		01/01/2008	NN	105A
		07/01/2008	NM	105A
		01/01/2009	NM	106B
1870	HEAD,PERSONNEL OPERATIONS,PROBATION	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13
8630	HEAD TRANSPORTATION DEPUTY,PROB	10/01/2006	N23	R7
		07/01/2007	N23	R7
		01/01/2008	N23	R7
		01/01/2009	N23	R7
		04/01/2007		95L
		08/01/2007		97A
		08/01/2008		98B
8081	HOSPITAL ADMINISTRATOR I	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13
8082	HOSPITAL ADMINISTRATOR I(UC)	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13

8083	HOSPITAL ADMINISTRATOR II	10/01/2006	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
		04/01/2007	N23	R19
		07/01/2007	N23	R19
		01/01/2008	N23	R19
		01/01/2009	N23	R19
8084	HOSPITAL ADMINISTRATOR II(UC)	10/01/2006	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
		04/01/2007	N23	R19
		07/01/2007	N23	R19
		01/01/2008	N23	R19
		01/01/2009	N23	R19
1927	HUMAN RESOURCES ADMINISTRATOR,HS	10/01/2006	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
		04/01/2007	N23	S15
		07/01/2007	N23	S15
		01/01/2008	N23	S15
		01/01/2009	N23	S15
1915	HUMAN RESOURCES MANAGER	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S15
		07/01/2007	N23	S15
		01/01/2008	N23	S15
		01/01/2009	N23	S15
4626	MANAGER,BOARD RELATIONS,HS	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12

8074	MEDICAL CENTER UNIT ADMINISTRATOR I	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007		106G
		07/01/2007	NN	106G
		01/01/2008	NN	107H
		07/01/2008	NM	107H
		01/01/2009	NM	108J
8076	MED CENTER UNIT ADMINISTRATOR II	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13
5296	NURSING DIRECTOR,ADMINISTRATION	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12
5288	NURSING DIRECTOR,EDUCATION	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12
5297	NURSING DIRECTOR,RESEARCH	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12

1873	PERSONNEL OFFICER,MEDICAL CENTER	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007	N23	S11
		07/01/2007	N23	S11
		01/01/2008	N23	S11
		01/01/2009	N23	S11
8620	PROBATION DIRECTOR	10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		04/01/2007	N23	S10
		07/01/2007	N23	S10
		01/01/2008	N23	S10
		01/01/2009	N23	S10
8624	PROBATION OFFICER	04/01/2007	N23	R17
		07/01/2007	N23	R17
		01/01/2008	N23	R17
		01/01/2009	N23	R17
		04/01/2007	N23	R20
		07/01/2007	N23	R20
		01/01/2008	N23	R20
		01/01/2009	N23	R20
4598	PROGRAM DIR,OFF OF ALCOHOL PROG,HS	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12
4629	PROGRAM IMPLEMENTATION DIRECTOR,HS	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12

4604	PROGRAMS ADMINISTRATOR,HEALTH SERVS	10/01/2006	N23	R11
		07/01/2007	N23	R11
		01/01/2008	N23	R11
		01/01/2009	N23	R11
		04/01/2007	N23	S11
		07/01/2007	N23	S11
		01/01/2008	N23	S11
		01/01/2009	N23	S11
9269	PUBLIC DEFENDER	04/01/2007	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		04/01/2007	N23	R25
		07/01/2007	N23	R25
		01/01/2008	N23	R25
		01/01/2009	N23	R25
4597	SR EMERGENCY MED SYSTEMS PROG HEAD	10/01/2006	N23	R9
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		04/01/2007		101C
		07/01/2007	NN	101C
		01/01/2008	NN	102D
		07/01/2008	NM	102D
		01/01/2009	NM	103E
4571	SR EXECUTIVE MANAGER,HEALTH SERVS	10/01/2006	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
		04/01/2007	N23	R18
		07/01/2007	N23	R18
		01/01/2008	N23	R18
		01/01/2009	N23	R18
0722	SENIOR HEALTH SERVS FISCAL ANALYST	10/01/2006	N23	R9
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		04/01/2007		101C
		07/01/2007	NN	101C
		01/01/2008	NN	102D
		07/01/2008	NM	102D
		01/01/2009	NM	103E

1916	SENIOR HUMAN RESOURCES MANAGER	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		04/01/2007	N23	S15
		07/01/2007	N23	S15
		01/01/2008	N23	S15
		01/01/2009	N23	S15
8621	SENIOR PROBATION DIRECTOR	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12
4594	SENIOR STAFF ANALYST,HEALTH	10/01/2006	N23	R9
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		04/01/2007		101C
		07/01/2007	NN	101C
		01/01/2008	NN	102D
		07/01/2008	NM	102D
8028	SERVICES DIRECTOR,PROBATION	01/01/2009	NM	103E
		10/01/2006	N23	R9
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		04/01/2007	N23	S09
		07/01/2007	N23	S09
		01/01/2008	N23	S09
9994	SHERIFF (UC)	01/01/2009	N23	S09
		04/01/2007	N23	FA
		07/01/2007	N23	FA
		01/01/2008	N23	FA
		01/01/2009	N23	FA
		04/01/2007	N32	
		07/01/2007	N32	
		01/01/2008	N32	
		01/01/2009	N32	

4628	SPECIAL ASSISTANT II,HEALTH SERVS	10/01/2006	N23	R9
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		04/01/2007		101C
		07/01/2007	NN	101C
		01/01/2008	NN	102D
		07/01/2008	NM	102D
		01/01/2009	NM	103E
8648	SPECIAL ASSISTANT,PROBATION	10/01/2006	N23	R7
		07/01/2007	N23	R7
		01/01/2008	N23	R7
		01/01/2009	N23	R7
		04/01/2007		95L
		07/01/2007	NN	95L
		01/01/2008	NN	97A
		07/01/2008	NM	97A
		01/01/2009	NM	98B
0852	SPECIAL SERVICES ASSISTANT III	10/01/2006	N23	R12
		07/01/2007	N23	R12
		01/01/2008	N23	R12
		01/01/2009	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		01/01/2008	N23	S12
		01/01/2009	N23	S12
0853	SPECIAL SERVICES ASSISTANT IV	10/01/2006	N23	R13
		07/01/2007	N23	R13
		01/01/2008	N23	R13
		01/01/2009	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		01/01/2008	N23	S13
		01/01/2009	N23	S13
0854	SPECIAL SERVICES ASSISTANT V	10/01/2006	N23	R15
		07/01/2007	N23	R15
		01/01/2008	N23	R15
		01/01/2009	N23	R15
		04/01/2007	N23	S15
		07/01/2007	N23	S15
		01/01/2008	N23	S15
		01/01/2009	N23	S15

0855	SPECIAL SERVICES ASSISTANT VI	10/01/2006	N23	R16
		07/01/2007	N23	R16
		01/01/2008	N23	R16
		01/01/2009	N23	R16
		04/01/2007	N23	S16
		07/01/2007	N23	S16
		01/01/2008	N23	S16
		01/01/2009	N23	S16
3458	SUPERINTENDENT OF BUILDING,PW	10/01/2006	N23	R14
		07/01/2007	N23	R14
		01/01/2008	N23	R14
		01/01/2009	N23	R14
		04/01/2007	N23	S15
		07/01/2007	N23	S15
		01/01/2008	N23	S15
		01/01/2009	N23	S15
8641	SUPERVISING PROGRAM ANALYST,PROB	10/01/2006	N23	R9
		07/01/2007	N23	R9
		01/01/2008	N23	R9
		01/01/2009	N23	R9
		04/01/2007		101C
		07/01/2007	NN	101C
		01/01/2008	NN	102D
		07/01/2008	NM	102D
4582	SUPERVISOR,CONTRACTS & GRANTS,HS	01/01/2009	NM	103E
		10/01/2006	N23	R10
		07/01/2007	N23	R10
		01/01/2008	N23	R10
		01/01/2009	N23	R10
		04/01/2007		103L
		07/01/2007	NN	103L
		01/01/2008	NN	105A
		07/01/2008	NM	105A
		01/01/2009	NM	106B

SECTION 8. Section 6.50.010 (Chief Executive Officer) is hereby amended to change only the title of the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
0863A	5	SR ASST ADMINISTRATIVE OFFICER(UC) <u>SR ASST CHIEF EXECUTIVE OFFICER(UC)</u>
0861A	8	ASST ADMINISTRATIVE OFFICER(UC) <u>ASST CHIEF EXECUTIVE OFFICER(UC)</u>
0846A	5	DIVISION CHIEF, CAO <u>SENIOR MANAGER, CEO</u>
0845A	25	ASSISTANT DIVISION CHIEF, CAO <u>MANAGER, CEO</u>

SECTION 9. Section 6.77.010 (Public Health Services) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1854A	4	PERSONNEL OFFICER III

SECTION 10. Section 6.77.010 (Public Health Services) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1885A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER III</u>

SECTION 11. Section 6.80.010 (Department of Human Resources) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1906A	4	DEPUTY,ADMIN AND SPEC PROGRAMS,DHR

SECTION 12. Section 6.80.010 (Department of Human Resources) is hereby amended to add the following classes and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1884A</u>	<u>1</u>	<u>DEPTL HUMAN RESOURCES MANAGER II</u>
<u>1044A</u>	<u>1</u>	<u>ADMINISTRATIVE DEPUTY II</u>

SECTION 13. Section 6.80.010 (Department of Human Resources) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1914A	27 <u>26</u>	PRINCIPAL ANALYST,HUMAN RESOURCES
1915A	9 <u>8</u>	HUMAN RESOURCES MANAGER

SECTION 14. Section 6.100.010 (Department of Probation) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
8634A	2	ASST CHIEF PROBATION OFFICER(UC)

SECTION 15. Section 6.100.020 Additional Information (Department of Probation) is hereby amended to add the following:

...

F. Probation. Longevity Pay. 1. Eligibility. Beginning July 1, 2006, each person employed in one of the following positions shall be eligible to receive longevity pay based on years of completed aggregate service in accordance with the implementation schedule provided in paragraph 3:

<u>8612</u>	<u>Assistant Probation Director</u>
<u>8629</u>	<u>Assistant Head Transportation Deputy, Probation</u>
<u>8630</u>	<u>Head Transportation Deputy, Probation</u>
<u>8673</u>	<u>Senior Investigator, Pretrial Services, Probation</u>
<u>8674</u>	<u>Head Investigator, Pretrial Services, Probation</u>

2. Such longevity pay shall be paid for aggregate service in the County of Los Angeles. In the case of mergers or consolidations, as provided in Section 6.02.040 of this title, agency hire date as an employee shall be recognized for the purpose of determining aggregate service. Neither lateral probation experience, military service buy-back, or non-probation related County work experience shall count

toward meeting the aggregate service requirements for longevity pay;

3. The longevity pay provided by this subsection shall only be paid upon departmental certification that the employee's performance is "Competent" or better. Whenever an "Unsatisfactory Performance" or "Improvement Needed Performance" evaluation is filed with the Director of Personnel, the longevity pay shall be cancelled and may not be restored until a "Competent" or better rating is so filed;

4. Longevity pay based on aggregate years of service shall be implemented as follows:

a. Effective July 1, 2006, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provision of Section 6.08.070, an eligible employee under this subsection shall be paid additional compensation of 3 percent higher than he would otherwise be entitled to receive upon the completion of 19 years of aggregate service;

b. Effective January 1, 2007, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this subsection shall be paid additional compensation of 4 percent higher than he would otherwise be entitled to receive upon the completion of 24 years of aggregate service;

c. Effective July 1, 2007, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this subsection shall be paid additional compensation of 4 percent higher than he would otherwise be entitled to receive upon the completion of 29 years of aggregate service.

5. The additional compensation provided by this subsection shall constitute a base rate.

SECTION 16. Section 6.109.010 (Department of Public Works) is hereby amended to add the following classes and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>3378A</u>	<u>1</u>	<u>ADMINISTRATIVE DEPUTY,PUBLIC WORKS</u>
<u>3380A</u>	<u>1</u>	<u>ASST DIR, ADMINISTRATION,PW(UC)</u>

SECTION 17. Section 6.109.010 (Department of Public Works) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
3382A	2 <u>1</u>	ASSISTANT DIRECTOR,PUBLIC WORKS(UC)
3322A	6 <u>5</u>	DEPUTY DIRECTOR,PUBLIC WORKS

SECTION 18. Section 6.28.050-25 is hereby amended to read as follows:

6.28.050-25 Notes to Section 6.28.050.

...

NOTE 23. Notwithstanding any other provision of this Title 6, a person employed in this position shall be paid in accordance with the provisions of Part 3 of Chapter 6.08 of this title. ~~Except persons employed as Alternate Public Defender (Item No. 9268) or Public Defender (Item 9269) shall be paid as if they were compensated in accordance with the~~

~~provisions of NOTE 32 (B) provided, however, that their performance is rated as "Competent" or better. The rate or rates established by this provision constitute a base salary.~~

~~...~~

SECTION 19. Pursuant to Government Code Section 25123 (f), this ordinance shall take effect immediately and shall be construed and applied as if it were effective and operative on and after April 1, 2007; provided, however, that Section 15 shall be construed and applied as if it were effective and operative on and after July 1, 2006, and Section 18 shall be construed and applied as if it were effective and operative on and after July 2, 2007.

[608MAPP0507CAO]